

Memorandum of Understanding

This Memorandum of Understanding is entered into between the City of Springfield (City) and SEIU Local 503, OPEU (Union). The parties agree to the following changes to the collective bargaining agreement in effect through June 30, 2016:

1. Article 21, Section 1, subsection d(i), describes the implementation of the completed market survey as:

d) Effective October 1, 2015, the City will implement the results of the market survey as follows:

i. If market analysis indicates that the majority of the job titles within a pay grade are more than 1.5% (one and one-half percent) below market, the City agrees to adjust the pay grade, comparing grades at market midpoint. Employees will remain at their current step within the pay plan and any adjustment to the pay band will be automatically reflected in their current step. If a job title is eight percent (8%) or more above market, the City may consider red-lining positions in that job title and/or changing the pay grade for that job. Employees who have additional merit steps available to them will continue to advance on their annual merit date.

2. The parties seek to modify the implementation language in the following way(s):

d) Effective October 1, 2015, the City will implement the results of the market survey as follows:

i. The City agrees to adjust the pay grades according to the recommendations of the consultant resulting from the market survey. **Employees in grades B21 and B22 will move to the closest step that provides a minimum increase of 3%. Employees in all other grades will move to the closest step that provides a minimum increase of 4%.**

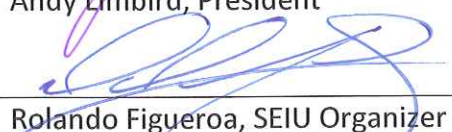
3. All other sections and subsections of Article 21 remain as ratified.

The parties agree to these provisions on this, the 21st day of July, 2015.

For SEIU Local 503:



Andy Limbird, President



Rolando Figueroa, SEIU Organizer

For the City:



Greta Utecht, HR Director



Gino Grimaldi, City Manager